

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR080
--------------------------	-------------

Name of Service:	Giraffe Childcare Leopardstown
-------------------------	--------------------------------

Address of Service:	Icon Centre, South County Bus Park Leopardstown Road, Leopardstown, Dublin 18, Co. Dublin
----------------------------	--

Eircode:	D18 E228
-----------------	----------

Name of Registered Provider:	Dearbhala Cox Giffin
-------------------------------------	----------------------

Service type:	Full Day, Part Time
----------------------	---------------------

Date of Inspection:	18/11/2024
----------------------------	------------

Date 2 of Inspection:	19/11/2024
------------------------------	------------

No of pre-school children:	AM	69	PM	68
Day 2	AM	67	PM	67

Address of the Early Years Inspectorate:	The Brunel Building, Heuston South Quarter, St. John's Road West, Dublin 8
---	---

Inspection undertaken by:	R. Brien & O. Quill
----------------------------------	---------------------

Title:	Early Years Inspectors
---------------	------------------------

Authority to Inspect

The Tusla Early Years Inspectorate carries out inspections of Early Years Services under Section 58(J) of the Child Care Act 1991 (as inserted by Section 92 of the Child and Family Agency Act 2013).

Conditions if applicable	Not applicable
---------------------------------	----------------

Description of service

Giraffe Childcare Leopardstown is a full day care service provided by Giraffe Childcare Limited which provides 24 childcare services. The service provides full day and part-time care and caters for children from 0 to 6 years. The service is registered to operate from 07:30 to 18:30, Monday to Friday. During the inspection, the service was operating from 07:30 to 18:00.

The service is located in a purpose-built premises at ground level within a business park in south county Dublin.

There are eight care rooms in the service. The Baby Baringo, Wobbler Namibia and Wobbler Acacia rooms cater for children aged 1 year. The Toddler Botswana room caters for children aged 1 to 2 years. The Toddler Serengeti room caters for children aged 2 years. The Toddler Safari room caters for children aged 2 to 3 years. The Pre-school Kenya and Pre-school Madagascar rooms cater for children aged 3 to 5 years.

There are three designated cot rooms and an enclosed outdoor space is available to the front of the premises.

Staffing

The service currently employs 24 staff including a manager. There were 22 staff working directly with the children on the first day of inspection. There were 24 staff working directly with the children on the second day of inspection. The service also employs a chef and two cleaners. The registered provider does not work directly in the service but was present on the morning of the first day of inspection.

Methodology

Tusla's Early Years Inspectorate is the independent statutory regulator of early years services in Ireland. The Child Care Act 1991 (Early Years Services) Regulations 2016 define the duty of a registered provider to ensure the safety and well-being of children and to comply with these regulations. This Act also gives Tusla the authority to assess compliance with the regulations. The purpose of regulation in relation to early years services is to ensure that the care, safety, and well-being of children attending such services is upheld. Inspections of early years services are planned based on the following:

- Previous inspection history
- Any information received in relation to the service

The findings on inspection are based on:

- Information obtained through examination of documentation
- Direct observation

- Discussion with relevant staff

This inspection was unannounced and focused on the area of governance/ records/ health, welfare and development of child and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under the following regulations:

9(1)(a)(b),(2)(a)-(d),(4) Management and Recruitment,

11(1),(2),(8)(a) Staffing Levels,

16(h)(i)(j)(k) Record in relation to Pre-school Service,

19(1)(a)(b) Health, Welfare and Development of Child,

23 Safeguarding, Health, Safety and Welfare of Child,

A sampling process was used to assess compliance under regulation 16(j)(k) Record in relation to Pre-school Service.

A sampling process was used to assess compliance under regulations:

16(h) Record in relation to Pre-school Service,

19(1)(a)(b) Health, welfare and development of child,

23 Safeguarding Health, Safety and Welfare of child,

As a result, the scope of the inspection included the Baby Baringo, Wobbler Namibia, Wobbler Acacia, Toddler Serengeti, Toddler Botswana and Toddler Safari rooms.

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings. Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non-compliance from re occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body

Additional Information

An Immediate Action Notice was issued on 19 November 2024 for non-compliance with regulation 23 as a number of toys unsuitable for children under three years of age were observed in the Wobbler Namibia and Toddler Safari rooms during the inspection.

The registered provider submitted a response on 20 November 2024 which was deemed to satisfactorily address this non-compliance.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the registered provider, person in charge, staff and children who were present on both days of inspection.

Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

- (a) the service has a designated person in charge and a named person who is able to deputise as required,
- (b) at all times during the period when the pre-school service is being carried on, the designated person in charge or the named person referred to in subparagraph (a) is on the premises, and

(2) A registered provider shall ensure that each employee, unpaid worker and contractor is suitable and competent taking into consideration the nature of the needs of children, including by-

- (a) consideration of references from the person's past employers, if any, and in particular the most recent employer, if any,
- (b) consideration of references from reputable sources in the case of a person who has no past employers,
- (c) consideration of the vetting disclosure received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of the person, and
- (d) ensuring, insofar as is practicable, that where a person has lived in a state other than the State for a period of longer than 6 consecutive months, he or she provides police vetting from the police authorities in that state.

(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Compliance Information

(1)(a)(b)

The service had a designated person in charge and a named person to deputise as required who were both on the premises throughout the inspection.

(2)

The files of 31 adults were reviewed as part of the inspection. This included 12 staff members who had commenced working in the service since the last inspection on 30 November 2023. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:

(a)(b)

Of the 62 written and validated references that were required, 56 were available from a past employer and 6 were available from a reputable source.

(c)

Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for the 31 staff members. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d)

Police vetting was required for 26 staff members and was available for these staff members who had lived outside the State for a period exceeding 6 months as an adult.

(4)

Records were available evidencing that 27 staff members who were employed to work directly with the children held the required qualification or equivalent.

Part III – Management and Staff

Regulation 11 - Staffing levels

(1) Subject to this Regulation, a registered provider shall ensure that there is at all times an adequate number of adults working directly with the children attending the pre-school service.

(2) Subject to paragraphs (4) and (5), a registered provider of a full day care service or a part-time day care service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 1 of Schedule 6 opposite a particular reference number specified in column (1) of that Part in respect of the age range of the children specified in column (2) thereof at that reference number is satisfied.

(8) Without prejudice to paragraphs (2) to (7)-

(a) a registered provider of a pre-school service other than a child-minding service or a sessional pre-school service shall ensure that there are at least 2 adults on the premises at all times,

Compliance Information

(1)

An adequate number of adults were working directly with the children at all times during the inspection.

(2)

The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. There were 69 children attending the service being supervised by 22 adults on the first day of inspection. There were 67 children attending the service being supervised by 24 adults on the second day of inspection.

(8)(a) There were at least two adults on the premises at all times.

Part IV – Information and Records

Regulation 16 – Record in relation to pre-school service

(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:

(h) details of attendance by each pre-school child on a daily basis;

(i) details of staff rosters on a daily basis;

(j) details of any medication administered to a pre-school child attending the service with signed parental consent;

(k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

(h)
Details of the attendance of each child in the Baby Baringo, Wobbler Namibia, Wobbler Acacia, Toddler Serengeti, Toddler Botswana and Toddler Safari rooms were recorded at the time of entering and leaving the service.

(i)
The staff roster was available on both days of inspection and reflected the adults working in the service on each day.

(j)
A sample of 12 medication administration records were reviewed. These records were signed by staff and parents and were completed appropriately.

(k)
A sample of 12 accident and incidents records were reviewed. These records were signed by staff and parents and were completed appropriately.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(1) A registered provider shall, in providing a pre-school service, ensure that-

(a) each child's learning, development and well-being is facilitated within the daily life of the pre-school service through the provision of the appropriate activities, interaction, materials and equipment, having regard to the age and stage of development of the child, and

(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

(1)(a)(b)

The service had a healthy eating policy in place and all meals are prepared on site and provided by the service. The service had a weekly meal plan which detailed a range of nutritious meals and snacks served to children at regular intervals throughout the day. Children were given water with their meals. Dinner was served at 11:30. Children were provided with bibs for dinnertime. Additional servings of dinner were available and staff were observed asking children who had finished their meal if they wanted more. All children who requested more food were provided with an additional serving. Inspectors observed children who did not eat the main meal being provided with an alternative. Children were encouraged to feed themselves and staff supported younger children who needed assistance with their dinner. Staff were observed sitting with children at dinnertime and engaging in conversation with children promoting a relaxed atmosphere.

Children's care needs were observed to be met promptly. Staff were observed cleaning children's noses as required and children's hands and faces were cleaned after dinner as required. Children were encouraged and supported to be independent including cleaning up after their play and meals. Children's nappies were changed regularly and staff were observed engaging warmly with children when providing this care.

There was a designated nap time in the Wobbler Namibia, Wobbler Acacia, Toddler Botswana, Toddler Serengeti and Toddler Safari rooms, however staff were observed placing one child in the Toddler Botswana room down for a nap when they displayed signs of tiredness. Children who required a nap in Baby Baringo room were placed to sleep when they displayed signs of tiredness.

Staff demonstrated a good awareness of the needs of each child in their care and responded to children's cues promptly. Staff interacted warmly with the children throughout the inspection and were observed supporting children in their play. Staff were observed to use encouragement, gentle tones and praise when promoting

positive behaviour in line with the service’s behaviour management policy. Staff provided an appropriate level of supervision whilst supporting the children’s independence during play and mealtimes.

Staff described how they record information about each child’s day using an online application detailing information on food, sleep, nappy changes and activities. Parents were observed in the service during drop off and collection times and staff shared information about the children with their parents at these times.

Care rooms were arranged to provide a range of play materials and areas of interest providing children with the freedom to play and explore. Areas of interest included small world toys, construction toys, jigsaws, rest areas with books and home corners. The care rooms provided a range of developmentally appropriate play experiences for the children and were adequately resourced with a variety of materials. Family photos, birthday displays and children’s artwork were displayed in the care rooms.

The environment was laid out to support the children’s independence. Play materials were observed to be accessible to the children on low level shelving. Low level tables and chairs were available in the care rooms.

A fully enclosed outdoor play area was located to front of the premises and had shock absorbent surfacing. The area was divided into three separate play spaces which were resourced with a range of developmentally appropriate play equipment.

Non-Compliance Information

(1)(b)

1. Water was not accessible to children in the Baby Baringo, Wobbler Namibia, Wobbler Acacia and Toddler Botswana rooms. Children’s beakers were stored in a cupboard out of reach and sight.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1. We can confirm that we have now a water station in all rooms. The children’s names and photos are on their beakers, and they are stored on the kitchenettes. The management team informed all staff members on the new procedure to be followed, to ensure water is accessible for the children. Management also informed staff the importance of water being on display so the children can visibly see beakers and point or ask for it when they need throughout the day.

Supporting documentation submitted

Written and photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address this non-compliance. These actions will be assessed on the next inspection.

Part VI - Safety

Regulation 23 - Safeguarding health, safety and welfare of child

A registered provider shall ensure that all reasonable measures are taken to safeguard the health, safety and welfare of a pre-school child attending the service and that the environment of the service is safe.

Compliance Information

General Safety:

- The entrance door to the service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised.
- Medicines, hand sanitisers and cleaning agents were stored safely out of reach of children.
- All storage facilities were inaccessible to children.
- All blind cords were secured.

Infection Control:

- Liquid soap, warm water and paper towels were available to facilitate hand washing.
- A system was in place for effective sterilisation of soothers.
- Waste was managed appropriately with the use of pedal bins.
- A system was in place for the effective sterilisation of mouthed toys.
- Individual bed linen was provided for children. Staff stated that bed linen is laundered weekly.

Administration of Medication:

- Staff demonstrated, through discussion, that they were familiar with the procedures and practices in place for the administration of medication in line with the service's policy on medication administration.

Safe Sleep:

- Children were physically monitored while sleeping and sleep checks were documented. Discussion with staff demonstrated that staff were familiar with safe sleep guidelines.

- An adult remained in the room at all times where children were sleeping on low beds.

Non-Compliance Information

General Safety:

1. An Immediate Action Notice was issued on the 19 November 2024 as a potential choking risk was identified on inspection. Inspectors observed a number of animal toys in the Wobbler Namibia and Toddler Safari rooms which were accessible to children and were unsuitable for use by children aged under 3 years. There were 6 children aged 1 year in the Wobbler Namibia room on both days of inspection and 8 children aged 2 years in Toddler Safari room on both days of inspection.
2. Trailing cables from a baby monitor, a lamp and a stereo were observed within reach of a cot in the Toddler Botswana cot room. The stereo was within reach of another cot in the cot room posing a risk of injury.

This non-compliance was present on the last inspection on 30 November 2023. The corrective and preventive actions as stated by the registered provider did not prevent recurrence of this non-compliance.

Infection Control:

Inspectors observed a number of practices which posed a risk of transmission of infection within the service:

3. Some nappy changing practices observed during the inspection in the service were inadequate for infection control purposes and at variance with the service's nappy changing procedure as follows;
 - Staff were observed to redress children with the same used gloves.
 - Children's hands were not consistently washed following nappy changes.
4. The handwashing practices observed were inconsistent during the inspection and at variance with the policy in place in the service. Children in the Wobbler Namibia and Toddler Serengeti rooms did not wash their hands before dinner on the first day of inspection.
5. Eleven cot mattresses did not have a waterproof cover posing a risk of the spread of infection as they could not be adequately cleaned and disinfected.

Fire Safety:

6. In the Toddler Serengeti room during the designated nap time, the fire exit leading to the outdoor area was blocked with a child's low bed on both days of inspection posing a risk to timely evacuation in the event of a fire.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. We submitted a response on 20 November 2024 which was deemed to satisfactorily address this non-compliance. The management team will review all age and stage appropriate equipment and ensure they are in line with the age profile of the rooms.
2. We can confirm that the non-compliance on the last inspection was rectified, however since the last inspection, new appliances were purchased and were awaiting fixtures to be put in place. We can also state that the shelf has been risen, and the wires are secured and are no longer accessible to children. The management team will carry out weekly checks on all cot rooms to ensure wires are not accessible to children. The management team will work closely with the maintenance team to facilitate fixtures being in place before appliances are replaced.

Infection Control:

3. All staff have received further training on this area along with skills demonstrations that were conducted on the nappy policy and procedure, to ensure an effective nappy changing process to be carried out correctly and in line with the policy of the service. The management team work closely with all staff members, to provide a high level of training. Monthly staff training meetings are carried out to ensure everyone is kept up to date with all new policies and procedures. The management team also carry out audits throughout the nappy changing process.
4. Following discussions with staff, they stated that hand washing did occur after nappy changes, prior to mealtime, however following the inspectors feedback, we have retrained all staff on the handwashing policy. The management team work closely with all staff members, to provide a high level of training. Monthly staff training meetings are carried out to ensure everyone is kept up to date with all new policies and procedures. The management team also carry out audits throughout the mealtime process and the nappy changing process.
5. We have sourced waterproof mattresses from additional supplies within the service and have been placed within our cot rooms. The management team will carry out checks to ensure the mattress are fit for use.

Fire Safety:

- The management team have worked with the staff members in the Serengeti room and rearranged the sleep map layout. We can confirm that all fire exit doors are kept clear. The management team will carry out daily checks throughout sleep time to ensure all fire exits are kept clear.

Supporting documentation submitted

General Safety:

Written and photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

Infection Control:

Written and photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

Fire Safety:

Written and photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address these non-compliances. These actions will be assessed on the next inspection.